



Improving lives THROUGH
supports and services
THAT FOSTER self-determination.

Champions of Employment

Taking a Closer Look at Prevocational Services



Promoting Employment First

Who's in the Audience?



Poll Question #1

What is your role?

- Support Coordinator
- Service Provider
- Regional Office Employee (UR, PR, CLC, SDS, AD, etc.)
- Other State Employee (VR, DHEWD, DBH, RSB, etc.)
- Individual/Family Member
- Other

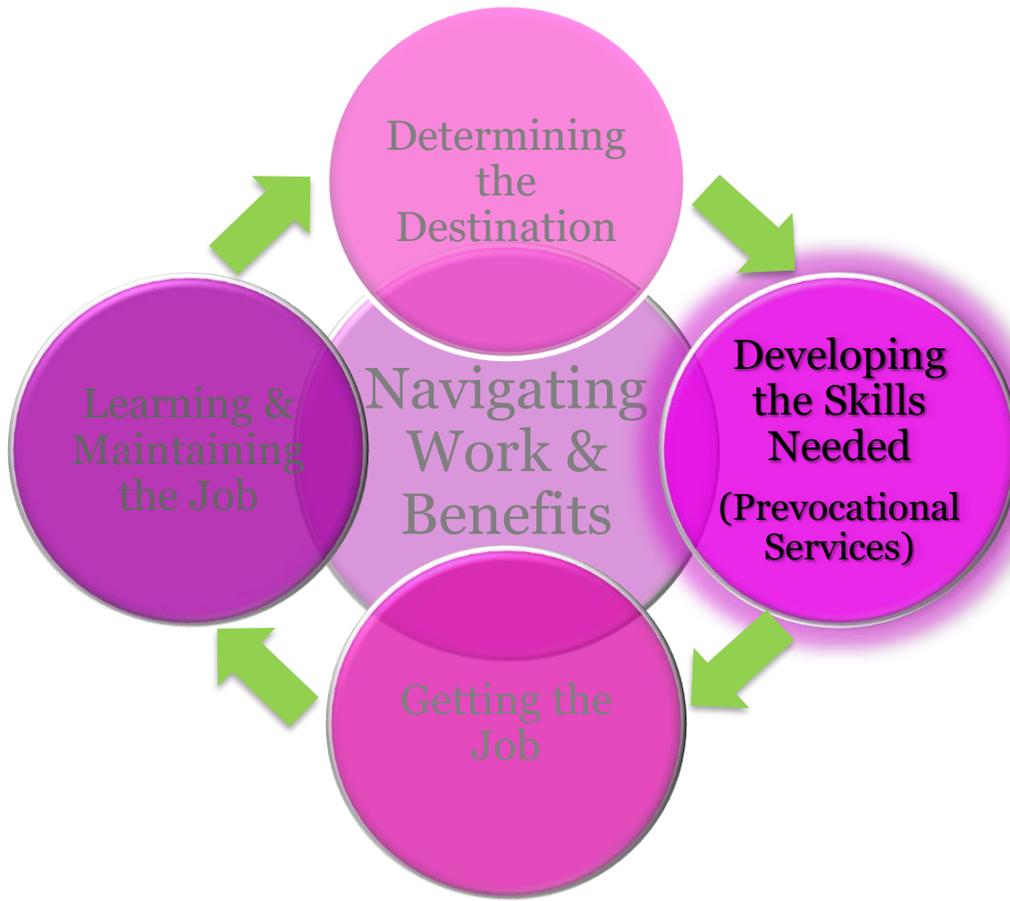
Waiver Funded Employment Services



Help for Every Step of the Process



Today's Topic



- Focusing on Prevocational Services
- Understanding what this service provides
- Identifying who would benefit from this service
- Knowing how to request this service
- Recognizing what to look for when one receives this service

Perception Check

Poll Question #2

How many individuals have you coordinated
Prevocational Services for?

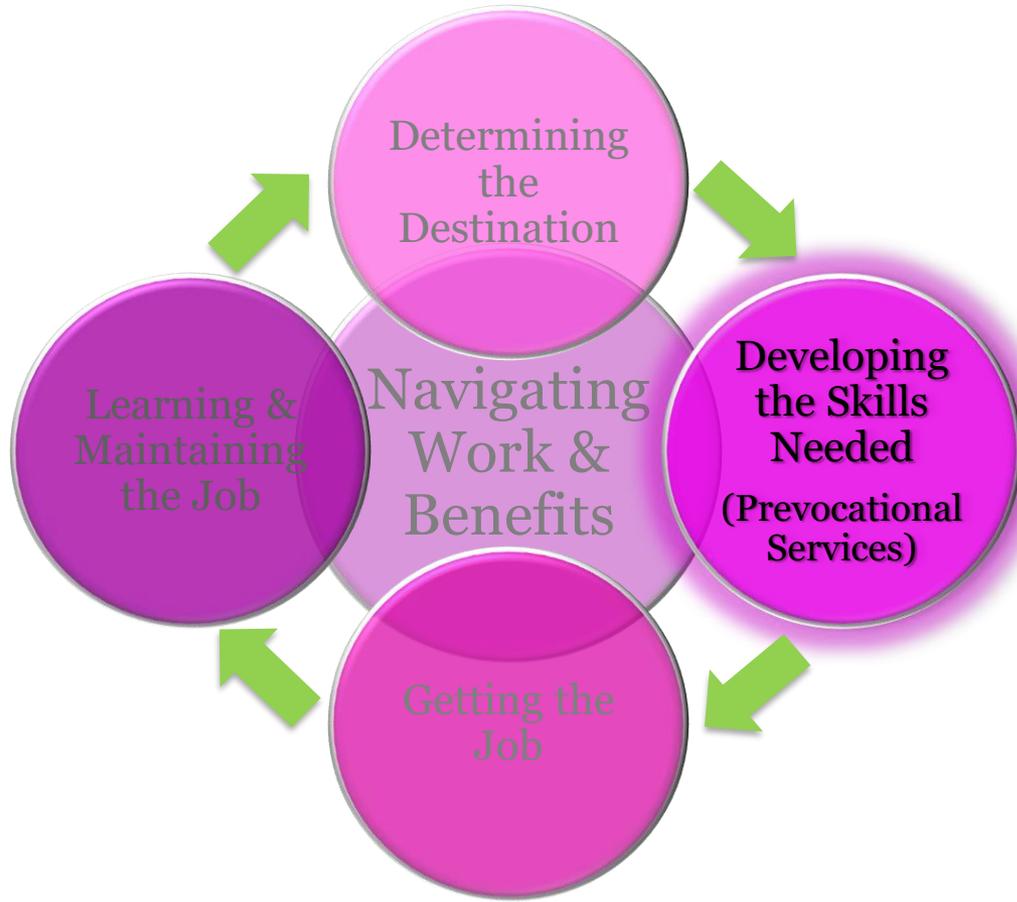
- 10 or more
- 5 – 9 individuals
- 1 – 4 individuals
- 0 individuals

Chatbox Chatter



Tell us about your experience!

Prevocational Services – H2025



Developing the universal workplace behaviors/traits needed to succeed in any type of employment

- Limited to 2,080 units/plan year
- Focus is on developing those **non job-specific skills needed for all employment** (interpersonal, decision-making, work ethic, etc.)
- Can be provided 1:1 or in small groups (1:4)

Prevocational Services is NOT



- A prerequisite
- A group class or standard curriculum
- Working on job specific skills
- An ongoing service
- A job trial

Please Be Aware...



- Can only be authorized to develop general universal work place behaviors needed for any & all types of jobs – **cannot be used for the purpose of developing job task specific skills only.**
 - Those needing assistance with developing job task specific skills will have to look towards outside sources such as Higher Education, VR or the Job Centers.
- Must adhere to DOL's regulations.
- Currently limited to 2080 units/plan year.
- Not everyone will require Prevocational Services.

Checking for Understanding



Question # 1

Can Prevocational Services be used for developing one's reading abilities?

- Yes
- No

And the answer is...no



According to our service definition for Prevocational Services, which can be found on page 81 at: <https://dmh.mo.gov/media/pdf/comp-waiver-renewal>

Services are intended to develop and teach expanded habilitative skills that lead to competitive and integrated employment, including:

- Communication with supervisors, co-workers and customers
- Work appropriate conduct, hygiene and dress
- Workplace problem solving skills
- Use of strategies, to include assistive technology, for task attendance and completion
- Workplace safety skills
- Mobility and motor skills training
- Asset development and financial literacy

These expanded habilitative skills are non-job-task-specific skills needed to succeed in competitive, integrated employment.

Checking for Understanding



Question # 2

Can an individual volunteer at a local restaurant as part of Prevocational Services?

- Yes
- No

And the answer is...no

Dept. of Labor makes certain distinctions between volunteering, internships, and unpaid work experiences.

Any experiences involving hands-on work where an individual is practicing work behaviors while not being paid, would fall under Dept. of Labor's definition for volunteering & thus must meet their criteria:

- Volunteering at non-profits only
- Performing work that is typically considered volunteer work at that non-profit

Who makes a good candidate for this service?



- Someone who needs support in developing the general universal “expanded habilitative” workplace behaviors to be employed (soft skills)
 - May have determined that these skills require development or refinement through some sort of formal assessment process such as VR’s Discovery & Exploration, waiver funded Career Planning, or IEP
 - Planning team may feel strongly that these skills that these skills require development or refinement due to other experiences
- Individuals currently receiving Job Development, but needing to refine their skills in order to maximize their independence
- Individuals transitioning from a congregate setting and needing to refine skills in order to be more successful

Something to consider...

Before requesting Prevocational Services...

- Remember the Division's Employment First philosophy
 - Presumption that everyone is capable of working

Ask...

- Is there a different way of achieving this same outcome?
 - Can we partner with the Job Center to provide someone with a temporary paid employment experience?
 - Can this individual be successful if given accommodations?



How to Request

- Evidence that the individual is not ready for employment
 - What skill(s) are lacking
 - How does this impede the individual
 - What process was it determined that this person is not ready for employment

- Goal/Outcome – how does this service assist this individual with achieving that outcome?
 - What is the desired behavior, what is the desired threshold/frequency of the behavior

- Alignment with service definition – make sure what you are requesting fits within the service definition
 - Unit request within service limit
 - Support provided allowed within service definition
 - Support provided matches intent of service
 - Skills to be developed must be generic workplace behaviors – cannot purchase this service to work on job-specific skills.

Case Study - Dane



Dane is expected to graduate high school in May 2022 and would love to get a job working with a sports club where he could make sure that players have the right equipment & the equipment is in good condition. In Dane's IEP, it is stated that Dane requires constant prompting to complete each task during work-based learning activities. It is also noted that when Dane is not able to complete a task, he just stands there instead of asking for help. During the IEP mtg, team members discussed observations of Dane recanting phrases from movies when overwhelmed. This does not happen too often, but is more likely to happen when Dane is rushed or in a loud, chaotic environment. Some of these phrases could possibly be problematic based on who might be within earshot.

- Would Prevocational Services be appropriate for Dane?
- What information is still needed in order to request this service?

Dane

Something to consider...



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Ask...

- Is there a different way of achieving this same outcome?
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 - Can this individual be successful if given accommodations?



While Prevocational Services might appear to be what Dane may need, there may be another way of doing things.

Most of what Dane needs support with is task focus & asking for help.

Assistive technology along with job coaching could help teach Dane to be more independent in these tasks.

Case Study - Suzie



Suzie is very social & loves talking with others about their personal lives. Suzie would love a job where she can talk with others and get to know them on a personal level.

Mom reports that Suzie tends to tell individuals too much personal information. She is concerned that Suzie might get herself into a situation where her identity or safety would be compromised.

- Would Prevocational Services be appropriate for Suzie?
- What information is still needed in order to request this service?

Suzie



While Prevocational Services might appear to be what Suzie could benefit from, there are a few things we need to keep in mind.

- 1) Prevocational Services is about skill building – specifically habilitative skills such as communication, work appropriate conduct, workplace problem solving skills, workplace safety skills, etc.
- 2) One of our HCBS assurances is that services & supports are based upon assessed need.
- 3) Is there another way we can help Suzie achieve her goal while also addressing her parent's concern? Can job coaching be used to help ensure that Suzie knows what information can & cannot be shared? Are there natural supports that could help to keep Suzie safe? Will the environment have an impact?

Outcome Requirement



Service providers are expected to create a monthly plan to include:

- Progress on skill acquisition
- Ongoing development needed to be prepared for employment

Chatbox Chatter



What do you need to feel more confident in requesting Prevocational Services?

Save the Dates



Champions of Employment Webinars

2nd Wednesday of each month

1:30 – 2:30

February 9th

March 9th



Don't Forget



- Please answer the survey questions at the end of this webinar.
- You're feedback will be very useful in making these webinars worthy of your time.

Reach Out Anytime



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THANK YOU!